CLAIMS

1 Process of automatic actualization of spontaneous candidatures for a station or a die given (E), in a computerized repertory, caracténsé in what it consite:

- to realize by the company or a subcontractor competent a data-processing repertory by type of station or die of the spontaneous candidatures selected by it for stations to provide later on, by introducing the names and first names of the candidates selected into the aforementioned repertory;

- to allot automatiquent a confidential and personal code for each candidate, codes who is communicated to them by the company or the subcontractor entitled by return of courrie, inviting them to connect itself by telematic way on the aforementioned repertory so in particular supplementing a questionnaire at the time of their first connection; ;

- and to induce, at the time of each later connection of the candidates provided with their confidential code on the known as file by telematic way, the displacement of their name and first name in the forefront of the repertory, the station or the type of die into which they are introduced.

2 Process according to claim 1, carsctense:

- in what the confidential code consists of twelve digits, namely

three digits identifying the company,

two digits identifying the current year,

ånq figures constituting the number of file of the candidate;

. and two key digits intended to avoid any similarity of numé-

ro had randomly,

- and in what the aforementioned code is automatically given by means of a software stored in the memory of the computer managing the telematic waiter pennettant connection within the known as repertory.

3 Process according to one of the claims I and 2, characterized in that the questionnaire to be supplemented at the time of the first connection includes/understands the fork of remuneration to which the candidate claims, the establishment of the place of work, the type of desired contract, and optionally its telephone number.

4 Process according to one of claims 1 to 3, characterized in that in a preoccupation with a simplification of the relations between the company and each candidate, each advertisement of a station to provide induced the inscription with a sign, such as an asterisk, compared to the mention of the indexed station, so that each candidate concerned with this station is advised, the aforementioned candidates then being able to postulate by indicating their number of personal and confidential code.

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PROCESS Of ACIIJALISATION OF CANDIDATURES A a WHORE OR

A DIE DEIERMINE (E) IN RrERTOIRE

The present invention relates to an automatic process of actualization of the spontaneous candidatures compared to a station or a professional die in a computerized repertory.

One knows, currently, a process according to which, when a candidate for a station addresses his C.V. (curriculum vitae vitae) with a company, the latter answers him while requiring of him to introduce, in its own computer file, by the means of the telematic telephone network, whole or part of its C.V as well as further information such as the type of sought station, the claims and other information similar.

The disadvantages of this process are relatively heavy and dissuasive both for the company the candidates.

Initially, it imposes to the candidate a considerable expenditure corresponding to the connect time on the telematic network to be able to reach and supplement the file of the company, in general spends not very compatible with the state to finance of the candidate, especially if this last is with unemployment or in an equivalent situation. This expenditure moreover very often disproportionate is had regard to the number of candidatures for only one station offered.

Moreover, that the CV are introduced by the candidate himself by telematic network, or by the company, each candidature remains drowned among many others, without the company never knowing if such or such candidate is always in the search of this station. Thus, the company concerned cannot distinguish the motivation from the candidates, nor to carry out ~ of sorting among propositons candidates, between those always valid and those which they is appropriate to erase taking into account their obsolesoenoe. In fact, the aforementioned file can only grow, and thus become less and less exploitable, except proceeding to the arbitrary radiations, for example based on the seniority of the request.

The present invention aims at avoiding these disadvantages, without to require the destruction of the files already made up within the companies. For this purpose, the process according to the invention consists:

with to realize by the company or the subcontractor competent a data-processing repertory by type of station or die, of the spontaneous candidatures selected by it for stations to provide later on, by introducing the names and first names of the selected candidates

- to allot automatiquent a confidential and personal code with each candidate, codes who is communicated to them by the entrepnse or the subcontractor entitled by return of mail, inviting them to connect itself by telematic way on the aforementioned repertory, so in particular supplementing a questionnaire at the time of their first connection; ;

- and to induce, at the time of each later connection of the candidates provided with their confidential code on the aforementioned repertory by telematic way, déplaoement of their name and first name in the forefront of the repertory of the station or the type of die into which they are introduced.

In fact, each candidate can reactualize his file while connecting himself on the repertory by requiring only one very short connect time, about two minutes at the time of the first connection, and 30 seconds at the time of later connections of reactualization, and, consequently, generates few expenses.

The questions which the candidate is invited to answer at the time of his first connection relate to the fork of remuneration to which it claims, establishment of the place of work, the type of desired contract, and optionally its telephone number.

The confidential code advantageously consists of twelve digits, namely, three digits identifying the company, two digits identifying the current year, its number of file including/understanding five digits and two digits dice intended to avoid any randomly which had similarity of number. This code is automatically given by means of a software stored in the memory of the computer managing the telematic waiter.

Thus, the fact that a candidate frequently connects himself with the repertory indicates an unquestionable interest for the station or the die coveted (E) as well as its availability, facilitating if necessary the choice of the company to provide for a vacancy or lately created.

Advantageously, at the time of its connection on the waiter after introduction of its confidential code, it is possible to the candidate to modify the answers to the questionnaire, introduced at the time of its first connection.

The file of each candidate, easily locatable by his number which appears in the repertory, is stored separately physically, and contains all the characteristics of the candidate and, in particular its C.V., its address and its telephone number.

To make it possible the company to contact a candidate even if oe last is in displacement, such as on holiday, according to a mode of implementation preferred of the invention, the repertory contains, compared to each candidate and in addition to the above mentioned elements, a zone available for the inscription of a temporary telephone number.

According to a sophisticated mode of realization of the invention aiming at facilitating the relations between the company and each candidate, it is expected that each advertisement causes the inscription of a sign, such as an asterisk, compared to the mention of the indexed station, so that each candidate concerned with this station is advised. L can then postulate by indicating its number of personal and confidential code.

Naturally, for the implementation of this process, one can use all the known means of telecommunication, such as Minitel (trade mark) and computers, and in manner general, any telematic communication system.

Figure 1 represents the first accessible screen at the time of connection on the waiter by telematic way.

Figure 2 represents the second screen, consecutive with the precedent, at the time of connection on the waiter by telematic way.

At the time a candidate sends a letter of spontaneous candidature for a company implementing the process in conformity with the invention, this one introduced its name and first name into a data-processing repertory, and allots a personal and confidential code to him, that it communicates to him by return of mail. In parallel, it invites it to be connected on the aforementioned repertory, so in particular supplementing a questionnaire.

At the time of his first connection on the host centre by telematic way, and in particular by Minitel (trade mark), the candidate introduces his confidential code which was communicated to him by mail by the company or the cabinet subcontractor entitled by celleci, following a spontaneous candidature qutil forwarded to this company, like already known as. In fact, the company, or the cabinet competent subcontractor introduced the name and first name of the candidate within a repertory corresponding to a station or a type of station for which it seems adapted best.

At the time of his connection, the candidate thus reaches the first screen, schematized on figure 1. On this one appears in (1) the company name of the company, and in (2) and (3) the first name and the name of the candidate Moreover, appear to dair some, the fact that taking into account its present connection, the name and first name of the aforesaid candidate are repositioned at the head file or

3

repertory of employment or type of employment concerned. Lastly, appears in (4) the uses or types of employment to which its candidature is attached.

On the assumption that the candidate is satisfied with the category of employment to which it was attached, it is invited to call the following screen, for example by actuating the key "continuation" of the Minitel. I1 reaches then the second screen, schematized on figure Z One observes on this one in addition to the recall (1) of the company name or the commercial name of the company considered, a request for information (5) on the coveted area, (6) on the type of contract, (7) on the fork of remuneration desired, and if necessary (8) on a temporary telephone number, to which the aforementioned candidate can be joined

On the opposite assumption, i.e. if the candidate is not satisfied with the category of employment to which it was attached, it is possible for him, for example by actuating the key "guides" Minitel to make modify this one. Indeed, by actuating this key, a message invites the candidate to write to the manager of the repertory, the company or the cabinet under treating, to claim this change

Moreover, the candidate can take note of the advertisements and/or information of the company and can even cancel his candidature.

These various connections are very slightly consuming time, so that connections are of a moderate cost price, with the advantage of inducing the reclassification of the name and the characteristics of the candidate at the head of the repertory of the use or the category of employment concerned.

As that arises from the examination of these two screens, each candidate can, constantly, modify the characteristics which it registered in the repertory of the candidates.

Moreover, it can, constantly, get information about the company near which it postulated for an employment and, in particular, to know the advertisements which it possibly formulated in order to give its agreement on the proposal of station or die contained in this announced

Lastly, as indicated previously, if an advertisement of the company concerned directly aims a station or a die mentioned by the candidate in the part of the repertory which relates to it, a sign such as an asterisk is registered compared to the known as station or of the aforesaid the die, as shown in (9) on figure 1.

Moreover, and an essential way, at the time of each later connection, the candidate automatically induces the repositioning of his names and first names in first place of the applicants for the station or the die to which (to which) it was affected. Thus, a regularly connecting himself candidate will appear in the first places of the corresponding list, underlining in fact his motivation

The process of the invention thus proves particularly advantageous so much for the companies, which can thus manage will handle much less heavy the large quantities of candidatures

spontaneous that they receive, by carrying out a simple sorting by motivation

candidates, that for the candidates themselves, which lay out thus

of a simple tool, reliable and inexpensive to affirm their motivation, and

their possible wishes.